

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday, 05 February 2026**

Virtual Hearing

Name of Registrant:	Enyinnaya Michael Orji
NMC PIN:	21H1598O
Part(s) of the register:	Registered Nurse – Adult RNA – August 2021
Relevant Location:	Birmingham
Panel members:	Angela Williams (Chair, Lay member) Suzie Adam (Registrant member) Eleanor Harding (Lay member)
Legal Assessor:	Paul Hester
Hearings Coordinator:	Ekaette Uwa
Nursing and Midwifery Council:	Represented by Alex Radley, Case Presenter
Mr Orji:	Present and represented by Lauren Bohill, instructed by the Royal College of Nursing (RCN)
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

The panel decided to vary the current interim conditions of practice order.

The panel has determined that the following conditions are proportionate and appropriate:

'For the purposes of these conditions, 'employment' and 'work' mean any paid or unpaid post in a nursing, midwifery or nursing associate role. Also, 'course of study' and 'course' mean any course of educational study connected to nursing, midwifery or nursing associates.'

1. You must work for one substantive employer which may include an Agency, provided that no placement is for a period of less than three months' work. You may not work as a bank nurse.
2. You must not be the nurse in charge or sole nurse on duty at any time.
3. You must ensure that you are working at all times on the same shift as, but not always directly observed by, a registered nurse.
4. You must meet with your line manager or supervisor fortnightly to discuss your performance generally, including in relation to the following:
 - a) Management of challenging situations
 - b) Assessment and documentation
 - c) [PRIVATE]
5. You must provide a report to the NMC from your line manager or supervisor, before any review hearing or meeting specifically outlining your performance in relation to:
 - a) Management of challenging situations
 - b) Assessment and documentation
 - c) [PRIVATE]

6. You must keep the NMC informed about anywhere you are studying by:
 - a) Telling your case officer within seven days of accepting any course of study.
 - b) Giving your case officer the name and contact details of the organisation offering that course of study.
7. You must immediately give a copy of these conditions to:
 - a) Any organisation or person you work for.
 - b) Any employers you apply to for work (at the time of application).
 - c) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
8. You must tell your case officer, within seven days of your becoming aware of:
 - a) Any clinical incident you are involved in.
 - b) Any investigation started against you.
 - c) Any disciplinary proceedings taken against you.
9. You must allow your case officer to share, as necessary, details about your performance, your compliance with and / or progress under these conditions with:
 - a) Any current or future employer.
 - b) Any educational establishment.
 - c) Any other person(s) involved in your retraining and/or supervision required by these conditions

Unless your case has already been concluded, this interim order must be reviewed before the end of the next six months and every six months thereafter. Additionally, you or the

Nursing and Midwifery Council (NMC) may ask for the interim order to be reviewed if any new evidence becomes available that may be relevant to the interim order.

At any review a panel may revoke the interim order or any condition of it, it may confirm the interim order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against you. The NMC will write to you when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to you in writing.

That concludes this determination.